

Strengthening of the Youth in Polog for Better Economic Resilience

A Study Conducted for the Institute for Leadership and Public Policy (ILPP) in North Macedonia, Feb 2024



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EXECUTIVE SUMMARY

Introduction:

This study reports the results of a community assessment survey regarding youth perceptions in the workforce designed by the Institute for Leadership and Public Policy (ILPP) and administered to youth in the Polog Region of North Macedonia. The results of this report will give the ILPP a better understanding of youth perceptions and engagement in the workforce. The project Empowered Youth-Resilient Economy is implemented by the Institute for Leadership and Public Policy.

Methods:

The data were collected from surveys administered online. The survey “Strengthened Youth - Healthy Economy” was distributed to youth in the Polog Region and 124 responses were collected. The survey was provided in both Albanian and Macedonian. The information in this report consists of data collected about youth perceptions of the labor market in North Macedonia and their engagement in the workforce.

Findings:

1. 89 respondents replied “Somewhat” when asked if they feel like there are many opportunities in the labor market in North Macedonia. (n=124)
2. 43 respondents replied “Somewhat” when asked if they feel like their education has prepared them for the labor market. (n=124)
3. 54 respondents replied “Somewhat” when asked if they feel like they have been taught professional skills necessary to succeed in the labor market. (n=124).
4. 59.7% of respondents replied “Yes” when asked if they have ever had an internship or job.
5. Of those who have never had a job or internship, 28 respondents said “I do not know where to look for internships or jobs.” (n=124)
6. 100% of respondents replied “Yes” when asked if they thought internships would help get jobs later on in their career. (n=124)
7. 93 respondents replied that “Foreign languages” was a desired skill in the labor market. (n=124)
8. 55 respondents replied “Career counselors or advisors at my school” and “local youth groups/organizations” when asked what resources could help them find an internship or a job. (n=124)

9. 57 respondents replied “Somewhat” when asked if they felt like they understood what employers were looking for and which industries were hiring. (n=124)

10. 109 respondents replied “The salary is too low here” when asked why they thought young people are leaving North Macedonia to find a job. (n=124)

INTRODUCTION

This study reports the results of a community assessment survey regarding youth perceptions in the workforce designed by the Institute for Leadership and Public Policy (ILPP) and administered to youth in the Polog Region of North Macedonia. One of the ILPP's primary pillars of work is conducting research on matters related to economic, social, and political standards and development. The ILPP studies public policies and the status of various social indicators with the goal of initiating policy changes, raising awareness, and creating space for more engaged citizens. According to the European Commission's 2022 North Macedonia Report, youth unemployment rate is 30.9% ([European Commission, 2022](#)). Given this high rate of youth unemployment, this research report aims to uncover youth perceptions of the workforce to determine their attitudes towards and perceived preparedness for the job market. The results of this report will give the ILPP a better understanding of youth perceptions and engagement in the workforce. This data will inform the ILPP of the needs of youth in the Polog Region and where there is an insufficiency of support for unemployed youth.

BACKGROUND

Despite the Macedonian labour market improving significantly in recent years, the unemployment rate of youth has remained high. The European Commission (EC) North Macedonia 2022 report notes that employment agencies in North Macedonia have limited human and financial resources, resulting in challenges for the governments' ability to target vulnerable, unemployed youth. This indicates that there is currently a lack of government services substantial enough to deal with the problem of youth unemployment in North Macedonia. Through this grant, the Institute for Leadership and Public Policy sought to address the issue of youth unemployment by targeting the lack of skills and professional capabilities of youth to improve their employability and preparedness for the job market. Through training, knowledge sharing, skills development and support, this initiative implemented youth-focused solutions to strengthen the community and alleviate youth unemployment.

According to the EC 2022 North Macedonia report, the unemployment rates for 2019, 2020, and 2021 were 17.4%, 16.6%, and 15.8%, respectively, for the entire population. Comparatively, youth unemployment remains much higher at 30.9% ([European Commission, 2022](#)). In 2019, the average youth unemployment level in the EU was 14.4%, illustrating the clear disparities in youth unemployment levels between North Macedonia and the greater EU ([Bojadjieva, et al. 2022](#)). Youth unemployment rate refers to individuals aged 15-24 that are not currently working, but are actively seeking employment ([O'Neill, 2023](#)). Youth unemployment presents many negative consequences for young people and society as a whole. Approximately 80% of unemployed youth are long-term, indicating "an entrenched skills mismatch" present in the North Macedonian youth labor market ([European Commission, 2022, p. 55](#)). Long-term youth unemployment can lead to difficulty finding jobs in the future and can increase social exclusion resulting from youth not using their qualifications and skills ([Bojadjieva, et al. 2022](#)). By implementing projects and initiatives that mitigate the problem of youth unemployment, the phenomenon of social exclusion can be alleviated.

On a larger scale, youth unemployment negatively impacts society with high fiscal costs, increased poverty and income inequality, and youth migration from North Macedonia. As more youth migrate to the EU for work opportunities, it is projected that this will negatively impact the resilience and strength of the economy in North Macedonia going forward ([Bojadjieva, et al. 2022](#)). This creates a positive feedback loop in which youth find themselves unable to find adequate opportunities in the labor market, while simultaneously their migration to the EU results in a less robust workforce and job market in North Macedonia. Furthermore, studies show that youth unemployment leads to an overall loss in GDP over time. According to a study conducted by Bojadjieva, et al., the loss in potential GDP in 2010 due to youth unemployment was **35.19 million euros**, with a corresponding youth unemployment rate of 53.7% ([Bojadjieva, et al. 2022](#)). In 2020, the loss in potential GDP was only **13.53 million euros** due to lower levels of youth unemployment at 35.7% ([Bojadjieva, et al. 2022](#)). The loss of potential GDP indicates the long-lasting and extensive consequences of youth unemployment on society, and why it is critical that we mitigate youth unemployment now to build a stronger economic future.

Various international organizations, experts, and policy makers have expressed the importance for North Macedonia to address youth unemployment. As stated by the United Nations Department of Economic and Social Affairs, North Macedonia needs to strive towards the “development of evidence-based national policies and strategies to improve young people’s access to decent jobs” ([UN Department of Economic and Social Affairs](#)). The European Commission outlined recommendations for North Macedonia including to “continue to implement labour market activation measures for young, long-term and low-skilled unemployed people” ([European Commission, 2022, pg. 82](#)). Tackling the issue of youth unemployment rate is in accordance with UN Sustainable Development Goal #8: *Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all* (UN SDGs).

The EC 2022 Report demonstrates that youth intervention programs and projects addressing low employment rates can be beneficial to youth in North Macedonia. According to the European Commission, after the adoption of the government’s “Youth Guarantee Scheme” the youth unemployment rate showed trends of decreasing. After the completion of this program, 41% of participants were successful in finding employment ([European Commission, 2022](#)). These measurable results indicate that with proper training, support, and workshops, youth are able to improve their employability and enter the labor market. This gives us hope that with continued interventions and targeted projects, the problem of high youth unemployment rate can be mitigated.



METHODS

How Data Were Collected

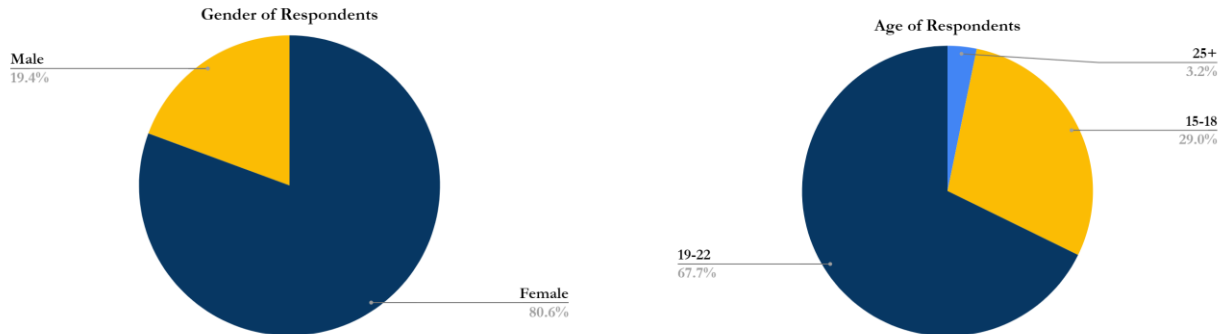
Instrument Design: The survey was created by the Institute for Leadership and Public Policy using Google Forms. The survey was created in September, 2023. The original survey was written in English, and translated into Albanian and Macedonian for distribution. The survey was 15 questions long. Questions were written in the format of multiple choice, select all that apply, and the Likert rating scale to assess attitudes of respondents.

Data Collection Method: The survey was distributed by the ILPP to youth in the Polog Region through a QR code link to the online survey. The survey and project were advertised through the ILPP's various distribution channels including the monthly newsletter, Facebook, and Instagram. The survey was also shared with multiple organizations in the Polog Region who work with youth. Additionally, the survey was distributed to university students in the Polog Region through a shared QR code link. The data were collected into one database by the ILPP. Survey responses were collected for approximately two weeks from September 29th, 2023 through October 14th, 2023.

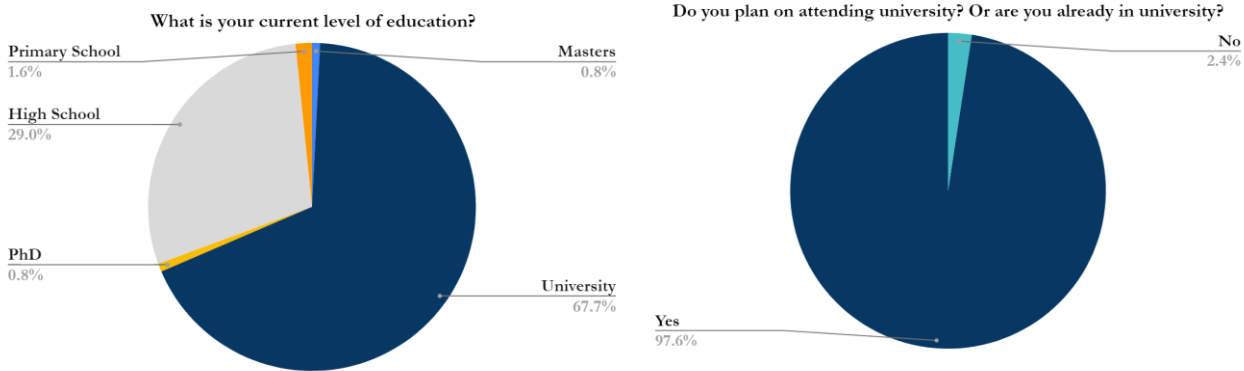
Target Population and Sample: The target population is youth across the Polog Region of North Macedonia. The Polog Region is the Northwest region of North Macedonia and includes the following nine municipalities: Tetovo, Gostivar, Mavrovo and Rostushe, Zhelino, Tearce, Bogovinje, Vrapchishte, Jegunovce, and Brvenica. The sample population is the 124 youth who responded to the survey.

DEMOGRAPHIC INFORMATION

The survey received 124 responses from youth in the Polog Region including the areas of Bogovine, Gostivar, Kichevo, Skopje, Tearce, Tetovo, Vrapcisht, and more. 80.6% of respondents were female and 19.4% of respondents were male. 29% of respondents were between the ages of 15 and 18, 67.7% of respondents were aged 19-22, and 3.2% of respondents were over 25 years old.



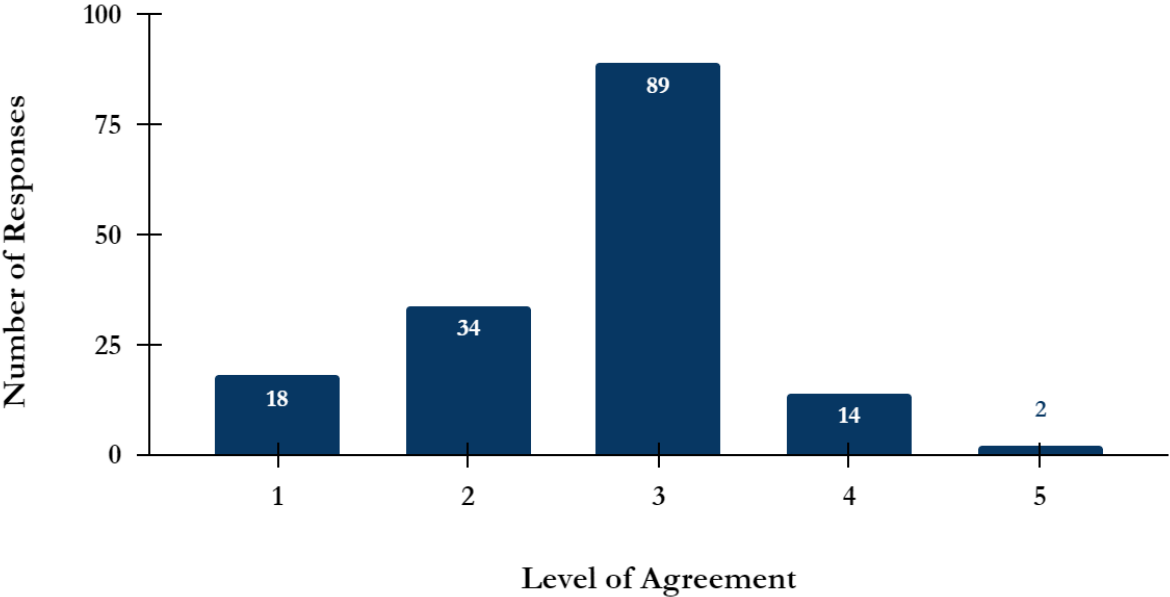
The majority of respondents identified themselves as university students (67%), with the second largest group being high school students (29%). Over 97% of respondents stated that they were already attending university or were planning on attending university.



FINDINGS

1. 89 respondents replied “Somewhat” when asked if they feel like there are many opportunities in the labor market in North Macedonia. (n=124)

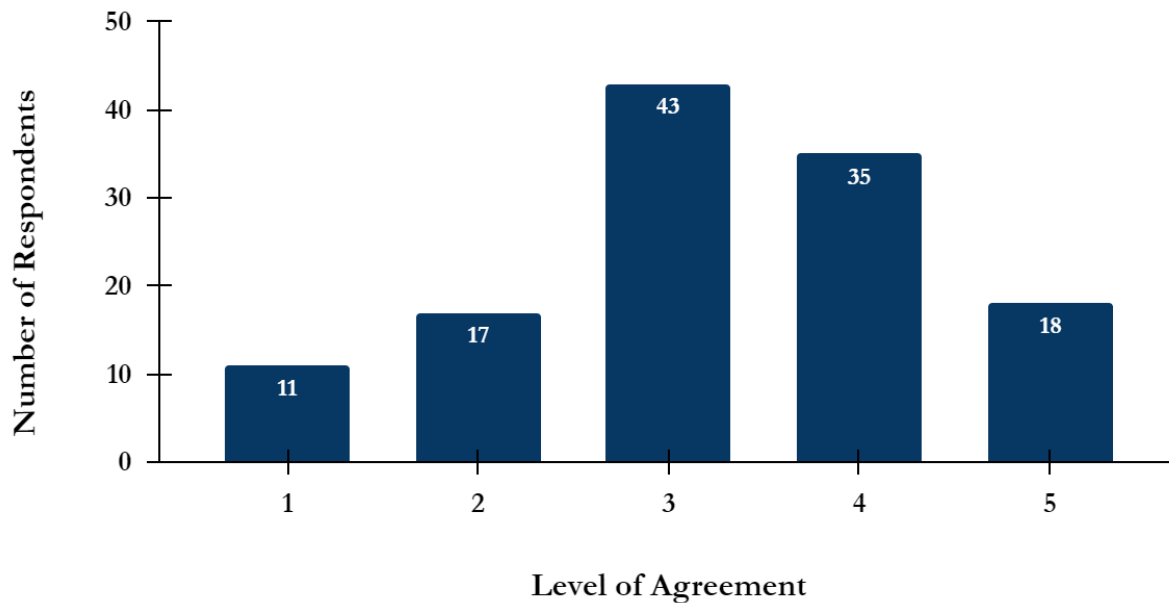
Do you feel like there are many opportunities in the labor market in North Macedonia? (1 = not at all) (5 = yes, a lot)



Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

2. 43 respondents replied “Somewhat” when asked if they feel like their education has prepared them for the labor market. (n=124)

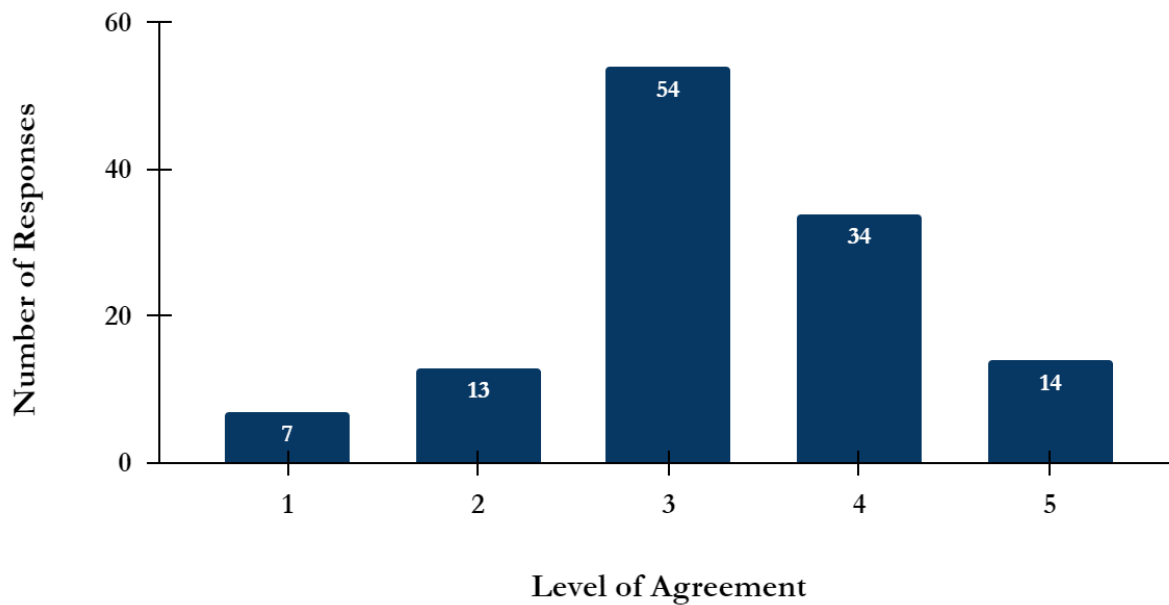
Do you feel like your education has prepared you for the labor market?
(1 = not at all) (5 = yes, a lot)



Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

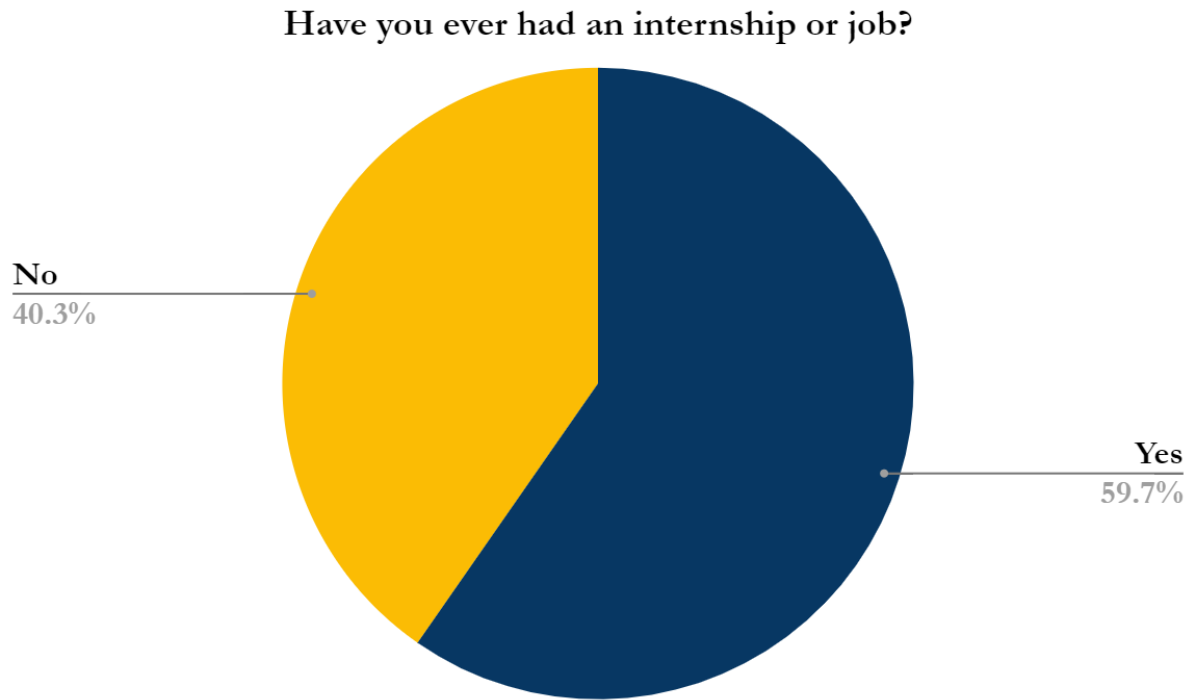
3. 54 respondents replied “Somewhat” when asked if they feel like they have been taught professional skills necessary to succeed in the labor market. (n=124).

Do you feel like you have been taught the professional skills necessary to succeed in the labor market? (1 = not at all) (5 = yes, a lot)



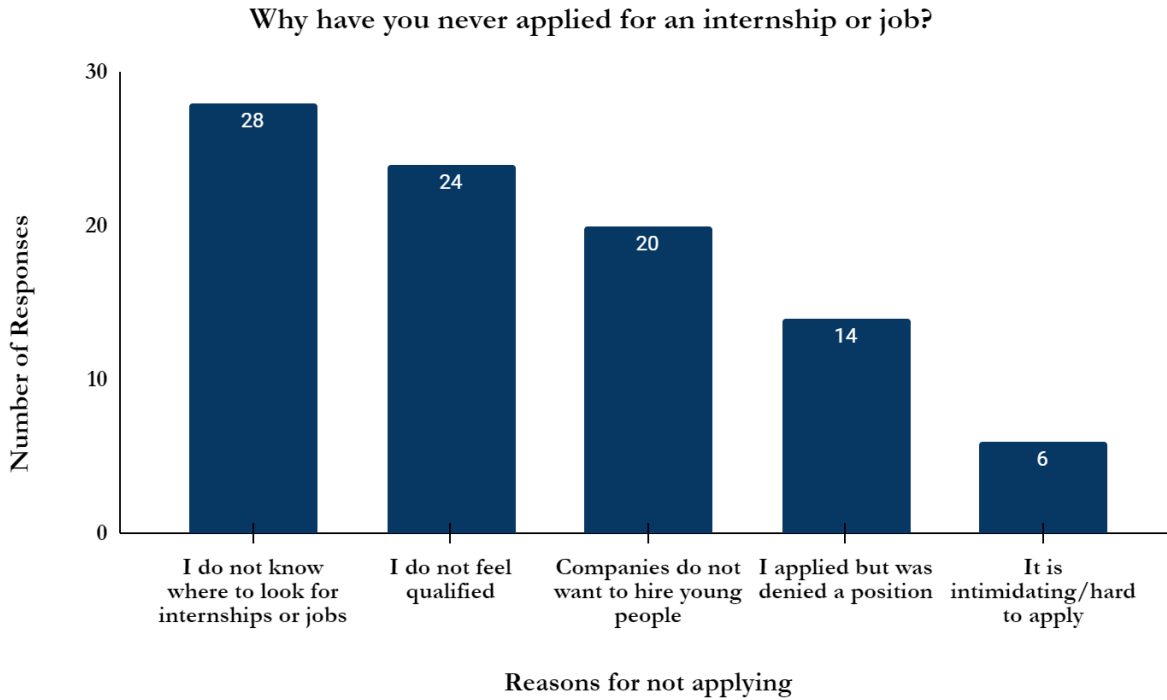
Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

4. 59.7% of respondents replied “Yes” when asked if they have ever had an internship or job.



Source: Data Collected by the Institute for Leadership and Public Policy, Jan 2024.

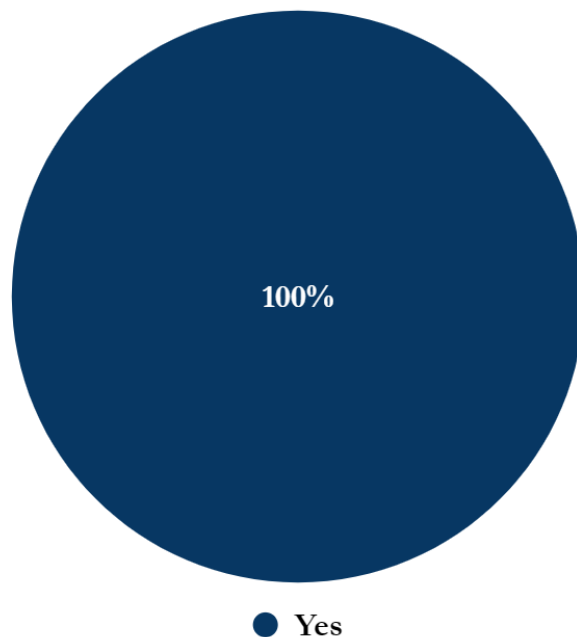
5. Of those who have never had a job or internship, 28 respondents said “I do not know where to look for internships or jobs.” (n=124)



Source: Data Collected by the Institute for Leadership and Public Policy, project *Rely on the Youth - Empowered Youth Resilient Economy*. Polog Region, North Macedonia. October 2023.

6. 100% of respondents replied “Yes” when asked if they thought internships would help get jobs later on in their career. (n=124)

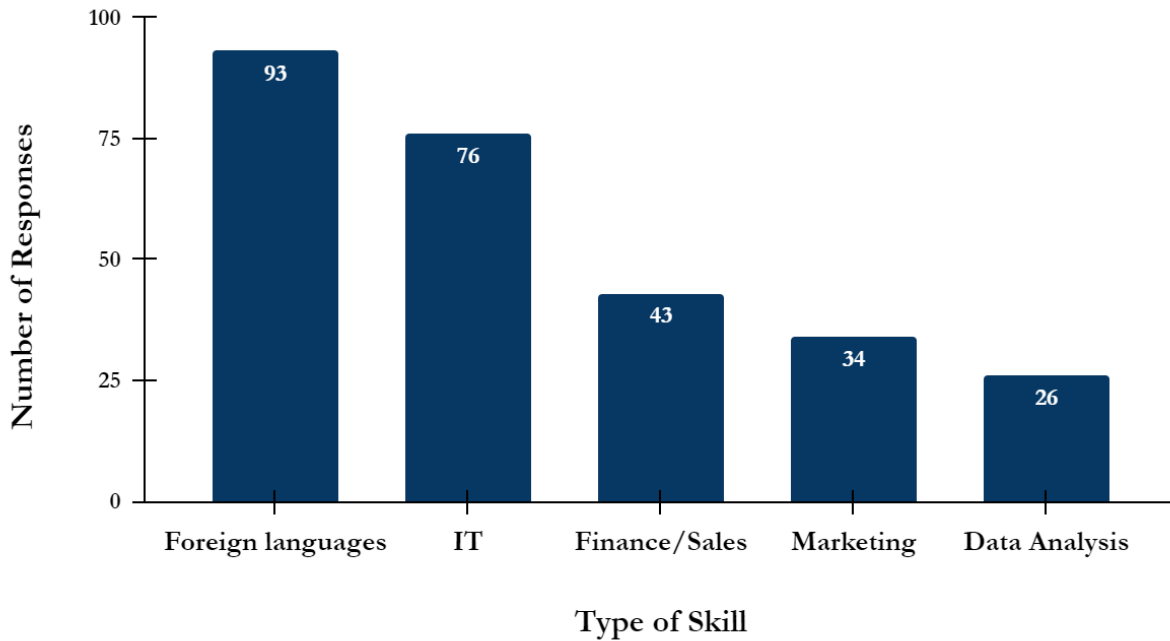
Do you think that internships can help you get jobs later on?



Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

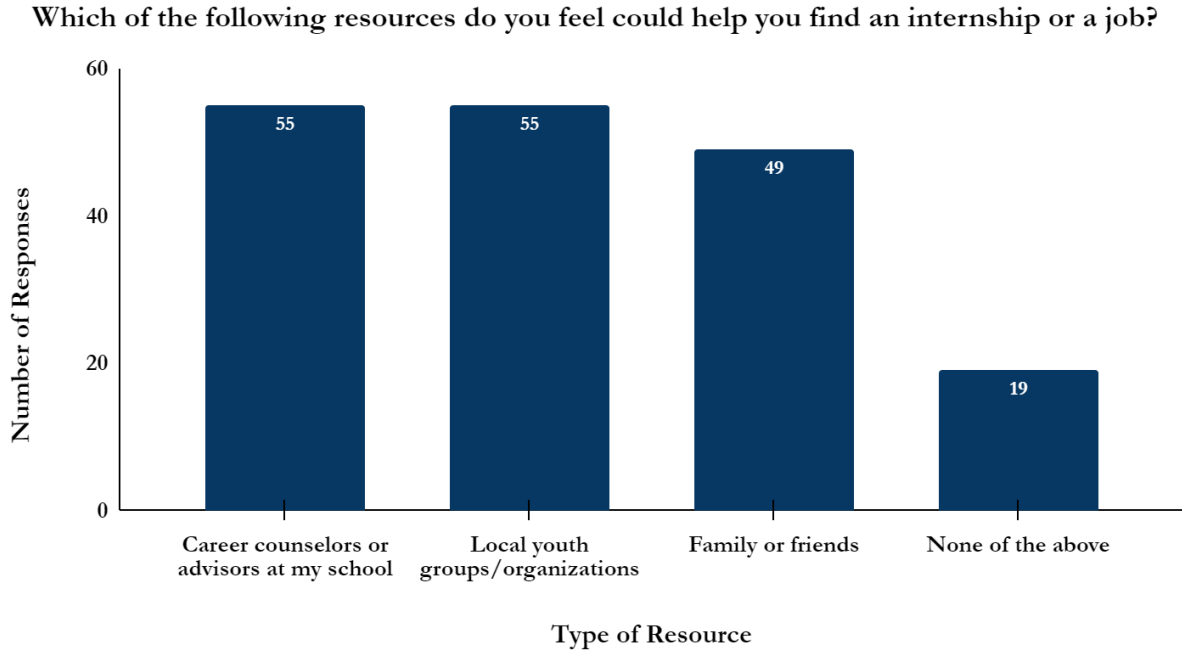
7. 93 respondents replied that “Foreign languages” was a desired skill in the labor market. (n=124)

What skills do you think the labor market is looking for in an employee?



Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

8. 55 respondents replied “Career counselors or advisors at my school” and “local youth groups/organizations” when asked what resources could help them find an internship or a job. (n=124)

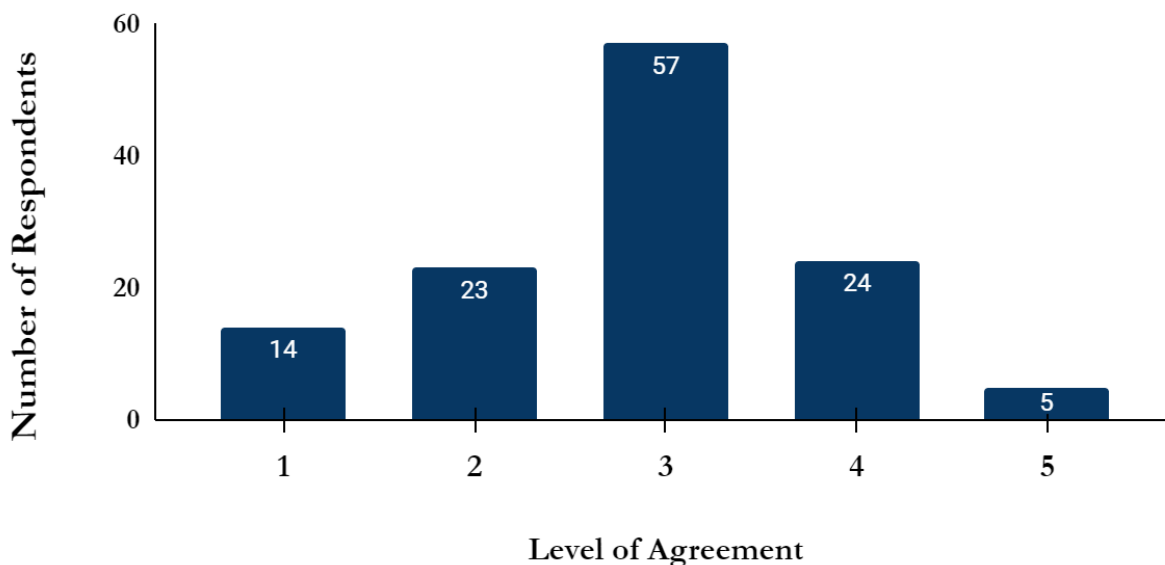


Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.



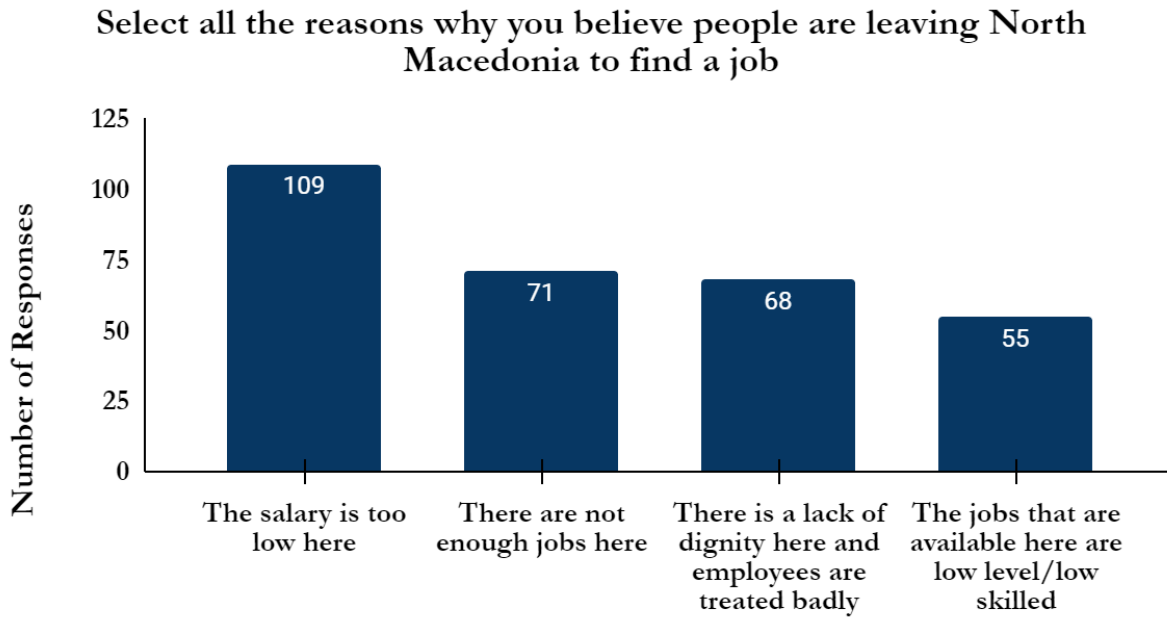
9. 57 respondents replied “Somewhat” when asked if they felt like they understood what employers were looking for and which industries were hiring. (n=124)

Do you agree with this statement: "I feel like I know what employers are looking for, and which industries are hiring" (1 = not at all) (5 = yes, a lot)



Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

10. 109 respondents replied “The salary is too low here” when asked why they thought young people are leaving North Macedonia to find a job. (n=124)



Reasons young people are leaving North Macedonia

Source: Data Collected by the Institute for Leadership and Public Policy, project Rely on the Youth - Empowered Youth Resilient Economy. Polog Region, North Macedonia. October 2023.

CONCLUSION

Youth unemployment remains a significant issue in North Macedonia, having a multitude of negative impacts on financial and social factors. This survey investigated the perceptions of youth in the Polog Region in regards to the labor market and preparedness for employment. Understanding the nature of youth unemployment from the youth perspective will be key to addressing this issue on a larger scale.

Results showed that the vast majority of respondents answered “Somewhat” on the Likert Scale of agreement when asked whether they felt like there were many opportunities in the labor market in North Macedonia. 2 out of 124 respondents said “Yes, a lot” when asked this question, indicating that the overall majority perceives a lack of opportunities in the labor market in North Macedonia.

When asked if they felt like their education has prepared them for the labor market, the majority of respondents said “Somewhat.” This suggests that while youth are gaining some skills and training for the job market, there are still important components lacking in youth education.

Similarly, the majority of respondents replied “Somewhat” when asked if they felt they had been taught the professional skills necessary to *succeed* in the labor market. This question further targets the survey respondents’ perception of not only preparing for the labor market, but succeeding.

59.7% of respondents answered that they have previously had an internship or job. Further analysis should be employed to understand whether the jobs held by respondents was a “professional” position that supported job market preparedness. Additional research should be conducted to understand how youth have acquired jobs in the past (through career centers, youth groups, family, etc.).

Of those who have never had a job or internship, the majority of respondents claimed that the reason they had never had a job or internship was because they did not know where to look for internships or jobs. The second highest response was that youth did not feel qualified, followed by the perception of respondents that companies do not want to hire young people. These results indicate that youth do not have access to or awareness of career center resources and professionalism support. This indicates a need for more robust youth internship and career centers, as well as training on how to look for and apply for professional positions. Respondents also felt as though they were not qualified for positions. By providing professionalism training to youth and encouraging internship, volunteer, and work opportunities, youth will become more qualified to enter the job market. Finally, youth perceived a lack of youth hiring interest from companies. This result explains why youth may feel discouraged and unwilling to apply themselves in the job market.

100% of respondents replied “Yes” when asked if they thought that internships would help them get jobs later on in their career. This is an important finding as it indicates the awareness of youth regarding the importance of internships.



93 respondents replied that “Foreign Languages” were a desired skill in the labor market, followed by 76 respondents answering “IT.” This result illustrates that youth have a strong sense of the importance of “hard skills” in the labor market. While these skills are important and desirable to employers, this perspective is somewhat narrow. Through professionalism training and skills workshops, students could be exposed to more opportunities and skills desired in the workplace to increase their competitiveness in the labor market.

When asked which resources could help them find an internship or job, 55 individuals responded for both of the following choices: “career counselors or advisors at my school” as well as “local youth groups/organizations.” These responses were followed closely by the 49 respondents who answered “family or friends.” Additionally, 19 respondents said “None of the above.” While the majority of youth responded that they believed there were resources present to help them find an internship or job, further research needs to explore whether youth have used these resources, and how successful they have been.

The vast majority of youth responded “Somewhat” when asked if they felt like they knew what employees were looking for and which industries were hiring. This illustrates that while youth may have some awareness about the types of desired skills and available positions in the labor market, there is still a significant level of ambiguity. By participating in youth professionalism training workshops and exposing youth to career counselors, internship coordinators, career fairs, and other strategies, youth will be able to get an improved sense of what employers are looking for and which industries are hiring.

When asked about the reason that youth are leaving North Macedonia to find work abroad, the vast majority of respondents said “the salary is too low here.” This indicates that the jobs available to youth are not desired because of their pay level and lack of professional prestige. 71 respondents felt as though there were not enough jobs in North Macedonia, and 68 youth answered that there is a lack of dignity and employees are treated badly. Finally, 55 respondents said that the jobs in North Macedonia were too low level. Going forward, by focusing on youth professionalism development on a large scale, North Macedonia could create a more robust professional youth labor force. This would ultimately attract businesses and companies, resulting in higher paying professional positions for youth.

Further research and activities must be conducted to understand and mitigate the high rate of youth unemployment in the region. Understanding the youth perspective is crucial to making youth-centered solutions to unemployment and professional unpreparedness. This report is a part of the larger project “Rely on the Youth: Strengthening of the Youth in Polog for Better Economic Resilience” conducted by the Institute for Leadership and Public Policy.

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Appendix I

Blank Survey

Institute for Leadership and Public Policy Survey: Strengthened Youth - Healthy Economy

Created by: Institute for Leadership and Public Policy

Introduction

The purpose of this survey is to get a better understanding of youth perceptions of the labor market and their engagement in the workforce. The target population included youth in the Polog Region of North Macedonia. This data will inform the ILPP of the needs of youth in the Polog Region and where there is an insufficiency of support for unemployed youth.

The survey consists of 15 multiple choice questions and should take no more than 5 minutes to complete.

Questions

1. Which municipality are you from?

- Zhelino
- Brvenitsa
- Teartse
- Vrapchishte
- Bogovinje
- Other

2. What is your gender?

- Female
- Male

3. What is your age?

- less than 15
- 15-18
- 19-22
- 23-25
- 25+

4. What is your current level of schooling?

- Primary School
- High School
- University
- Other

5. Do you plan on attending university? Or are you already in university?

- Yes
- No

6. Do you feel like there are many opportunities in the labor market in North Macedonia?

(1 = not at all) (5 = yes, a lot)

- 1
- 2
- 3
- 4
- 5

7. Do you feel like your education has prepared you for the labor market? (1 = not at all) (5 = yes, a lot)

- 1
- 2
- 3
- 4
- 5

8. Do you feel like you have been taught the professional skills necessary to succeed in the labor market? (1 = not at all) (5 = yes, a lot)

- 1
- 2
- 3
- 4
- 5

9. Have you ever had an internship or job?

- Yes
- No

10. If not, why have you never applied for an internship or job? (Select all that apply)

- I do not feel qualified
- Companies do not want to hire young people
- I do not know where to look for internships or jobs
- It is intimidating/hard to apply
- I applied but was denied a position
- Other

11. Do you think that internships can help you get jobs later on?

- Yes
- No

12. What skills do you think the labor market is looking for in an employee? (Select all that apply)

- Knowledge of foreign languages (English, German, etc.)
- IT (information technology) skills such as knowledge of software, programming, presentations, computers
- Finance/Sales/Business skills
- Marketing and Digital Marketing
- Data Analysis
- Other

13. Which of the following resources do you feel could help you find an internship or a job? (Select all that apply)

- Career Counselors or Advisors at my school
- local youth groups/organizations
- Family or friends
- None of the above
- Other

14. Do you agree with this statement: "I feel like I know what employees are looking for, and which industries are hiring" (1 = not at all) (5 = yes, a lot)

- 1
- 2
- 3
- 4
- 5

15. Select all the reasons why you believe people are leaving North Macedonia to find a job:

- There are not enough jobs here
- The salary is too low here
- There is a lack of dignity here and employees are treated badly
- The jobs that are available here are low level/low skilled
- Other

Appendix II

Spreadsheet

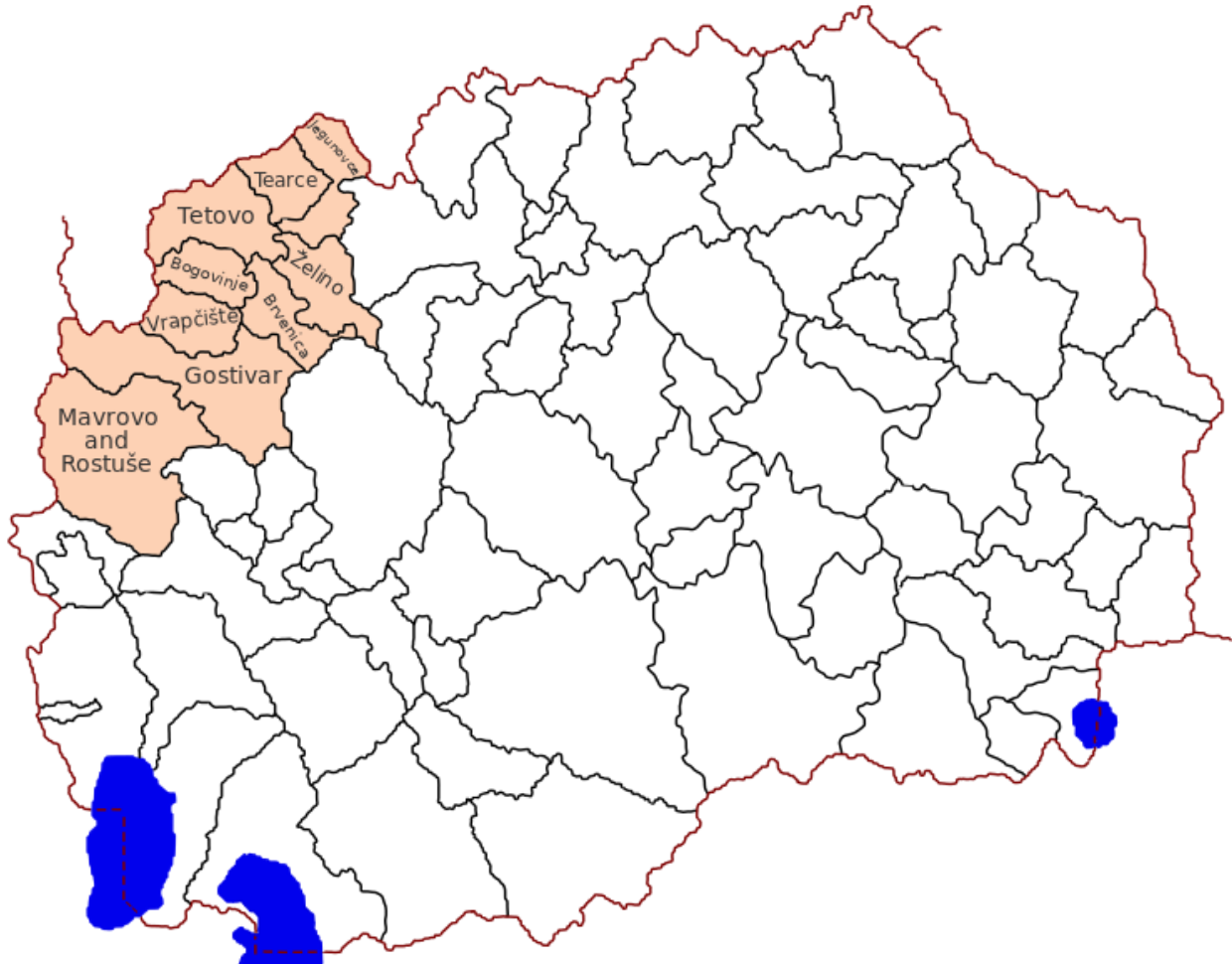
TimeStamp	Nga cila komuni/jeni ju/ Od koja opština dođate		Clu është mosha juaj / Koja e vashatë age	Qili është niveli juaj i shkollimit? / Koe e vashetë momentalno nivo në edukim? /	A planifikoni të vazhdoni në universitet? Ose a jeni tashmë në universitet? / Dali planirite da prodotjete na univerrzitet? Dali veë sledite univerrzitet?	A mendoni se ka mundësi të mira në tregun e punës në Maqedoninë e Veriut? (1- jo aspak) (5- po, shumë) / Dali mисле dека ima добре можности на пазарот на трудот во Северна Македонија? (1- не, воопшто) (5- да, многу)	A mendoni se edukimi juaj/ju ka përgatitur për tregun e punës? (1- jo aspak) (5- po, shumë) / Dali mисле dека vashetë edukimе ve ima подготвено за пазарот на трудот? (1- не, воопшто) (5- да, многу)	A mendoni se i keni mësuar shkollën e nevojshme profesionale për të arritur sukses në tregun e punës? (1- jo aspak) (5- po, shumë) / Dali mисле dека ste ги научиле потребните професионални vештини за да постигnete успех на пазарот на трудот? (1- не, воопшто) (5- да, многу)	
9/22/2023 14:03:35	Gostivar	Female	25+	Master	No		3	2	2
9/22/2023 14:18:15	Bogovinë / Боровиња	Male	25+	University	No		3	4	4
9/22/2023 14:54:13	Teačri / Теарци	Female	25+	University	Yes		1	4	5
9/22/2023 15:27:58	Çair	Male	25+	Phd	Yes		2	5	5
9/25/2023 12:54:51	Teačri / Теарци	Male	15-18	High School	No		2	3	2
9/26/2023 17:33:16	Teačri / Теарци	Female	19-22	University	Yes		2	3	3
9/27/2023 15:57:19	Vrapçisht / Врпчисти	Female	15-18	High School	Yes		2	3	3
9/28/2023 19:15:23	Bogovinë / Боровиња	Male	15-18	High School	Yes		2	5	5
9/29/2023 13:40:08	Telovë	Female	19-22	University	Yes		3	4	3
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10/3/2023 11:37:42	Gostivar	Female	19-22	University	Yes		4	4	3
10/3/2023 11:37:42	Kaçanik	Female	15-18	High School	Yes		5	5	5
10/3/2023 11:37:46	Gostivar	Female	19-22	High School	Yes		5	3	3
10/3/2023 11:37:55	Diber	Female	15-18	High School	Yes		4	3	3
10/3/2023 11:37:56	Prishtinë	Female	15-18	University	Yes		3	3	3
10/3/2023 11:37:58	Prishtinë	Female	15-18	University	Yes		3	3	3
10/3/2023 11:38:00	Telovë	Female	19-22	University	Yes		3	2	2
10/3/2023 11:38:01	Telovë	Female	19-22	University	Yes		3	3	3
10/3/2023 11:38:04	Shkup	Male	15-18	University	Yes		2	3	4
10/3/2023 11:38:40	Vrapçisht / Врпчисти	Female	19-22	High School	Yes		1	1	1
10/3/2023 11:38:44	Teačri / Теарци	Female	19-22	University	Yes		3	5	5
10/3/2023 11:38:44	Dohan	Male	19-22	University	Yes		3	4	4
10/3/2023 11:38:49	Veles	Female	19-22	University	Yes		3	3	3
10/3/2023 11:38:53	Telovë	Female	19-22	University	Yes		3	3	3
10/3/2023 11:39:03	Shkup / çair	Female	19-22	University	Yes		3	3	3
10/3/2023 11:39:04	Gostivar	Male	15-18	High School	Yes		3	2	4
10/3/2023 11:39:06	Telovë	Female	15-18	University	Yes		2	1	1
10/3/2023 11:39:08	Kaçanik	Female	19-22	High School	Yes		4	5	5
10/3/2023 11:39:12	Prishtinë	Female	15-18	High School	Yes		2	2	3
10/3/2023 11:39:13	Kercove	Female	15-18	High School	Yes		3	1	3
10/3/2023 11:39:14	Prishtinë	Female	15-18	High School	Yes		3	2	2
10/3/2023 11:39:18	Telovë	Female	19-22	High School	Yes		2	4	2
10/3/2023 11:39:20	Vrapçisht / Врпчисти	Female	19-22	High School	Yes		1	1	1
10/3/2023 11:39:22	Gostivar	Female	15-18	University	Yes		1	3	5
10/3/2023 11:39:26	Prishtinë	Female	15-18	High School	Yes		3	3	3
10/3/2023 11:39:26	Bogovinë / Боровиња	Female	19-22	University	Yes		3	4	4
10/3/2023 11:39:26	Telovë	Female	19-22	High School	Yes		1	2	3
10/3/2023 11:39:33	Dohan	Female	15-18	University	Yes		3	4	4
10/3/2023 11:39:36	Teačri / Теарци	Male	19-22	High School	Yes		2	4	4
10/3/2023 11:39:36	Gostivar	Female	19-22	University	Yes		3	3	3
10/3/2023 11:39:39	Telovë	Female	19-22	University	Yes		3	3	3
10/3/2023 11:39:42	Bogovinë / Боровиња	Female	19-22	University	Yes		3	3	4
10/3/2023 11:39:44	Studenican	Male	19-22	High School	Yes		2	3	1
10/3/2023 11:39:44	Gostivar	Female	19-22	University	Yes		1	3	5
10/3/2023 11:39:44	Shkup	Female	19-22	University	Yes		2	4	4
10/3/2023 11:39:45	Bitola	Male	19-22	University	Yes		3	2	3
10/3/2023 11:39:45	Telovë	Female	19-22	University	Yes		4	4	4
10/3/2023 11:39:50	Telovë	Female	19-22	University	Yes		3	3	2
10/3/2023 11:39:52	Kocovë	Female	19-22	University	Yes		2	5	3
10/3/2023 11:39:52	Çair	Female	19-22	University	Yes		3	3	4
10/3/2023 11:39:56	Teačri / Теарци	Female	19-22	University	Yes		1	5	5
10/3/2023 11:39:57	Debar	Male	19-22	High School	Yes		3	4	4
10/3/2023 11:39:57	Perizaj	Female	15-18	High School	Yes		4	4	4
10/3/2023 11:39:57	Çair	Female	19-22	University	Yes		3	4	4
10/3/2023 11:39:57	Çair, Skopje	Female	15-18	University	Yes		2	2	2
10/3/2023 11:39:57	Shkup	Male	19-22	High School	Yes		3	3	4
10/3/2023 11:40:02	Perizaj	Female	15-18	University	Yes		4	5	3
10/3/2023 11:40:03	Gostivar	Male	19-22	University	Yes		4	4	4
10/3/2023 11:40:05	Telovë	Female	15-18	High School	Yes		2	2	3
10/3/2023 11:40:10	Vrapçisht / Врпчисти	Female	19-22	University	Yes		1	5	5
10/3/2023 11:40:11	Gjilan	Female	15-18	University	Yes		3	3	4
10/3/2023 11:40:15	Lipkovo	Male	15-18	University	Yes		3	3	3
10/3/2023 11:40:19	Ospaq	Female	19-22	High School	Yes		4	3	3
10/3/2023 11:40:20	Gostivar	Female	19-22	University	Yes		3	4	4
10/3/2023 11:40:22	Kirgov	Female	19-22	University	Yes		3	4	3
10/3/2023 11:40:22	Telovë	Female	19-22	High School	Yes		1	5	5
10/3/2023 11:40:27	Telovë	Female	15-18	University	Yes		3	3	5
10/3/2023 11:40:29	Kercove	Female	19-22	University	Yes		3	4	3

Timestamp	Nga cila komunë jeni ju?			Cil është niveli juaj i shkollimit? / Koe e vashetë momentale në nivelin e edukimit tuaj?	A planifikoni të vazhdoni në universitet? Ose a jeni tërësisht në universitet? /	A mendoni se ka mundësi të mirë në tregun e punës në Maqedoninë e Veriut? [1- jo aspak] [5- po, shumë] /	A mendoni se edukimi juaj ju ka përgatitur për tregun e punës? [1- jo aspak] [5- po, shumë] /	A mendoni se i keni mësuar aftësitë e nevojshme profesionale për të arritur sukses në tregun e punës? [1- jo aspak] [5- po, shumë] /	
	Qila është motha juaj /		Qila është motha juaj /		Dani mendimet dhe keni mendime të mira për tregun e punës në Maqedoninë e Veriut? [1- jo aspak] [5- po, shumë] /	Dani mendimet dhe keni mendime të mira për tregun e punës në Maqedoninë e Veriut? [1- jo aspak] [5- po, shumë] /	Dani mendimet dhe keni mendime të mira për tregun e punës në Maqedoninë e Veriut? [1- jo aspak] [5- po, shumë] /	Dani mendimet dhe keni mendime të mira për tregun e punës në Maqedoninë e Veriut? [1- jo aspak] [5- po, shumë] /	
10/3/2023 11:40:20	Gostivar	Female	19-22	University	Yes		1	3	4
10/3/2023 11:40:30	Gjakovë/Kosovo	Female	15-18	High School	Yes		3	5	3
10/3/2023 11:40:30	Kichevo	Male	19-22	High School	Yes		3	1	4
10/3/2023 11:40:33	Prizren	Female	15-18	University	Yes		4	5	3
10/3/2023 11:40:35	Горче Петров	Female	19-22	University	Yes		3	3	3
10/3/2023 11:40:36	Bërvenica / Брвенца	Female	19-22	High School	Yes		2	4	4
10/3/2023 11:40:37	Ferizaj	Female	19-22	University	Yes		4	5	3
10/3/2023 11:40:38	Ohër	Female	19-22	University	Yes		1	3	3
10/3/2023 11:40:45	Тearçil / Тeарце	Female	19-22	High School	Yes		2	4	3
10/3/2023 11:40:45	Stugli	Female	19-22	University	Yes		3	3	3
10/3/2023 11:40:48	Bërvenica / Брвенца	Female	19-22	High School	Yes		2	4	3
10/3/2023 11:40:50	Dohreni	Female	19-22	University	Yes		1	5	5
10/3/2023 11:41:02	Korçë/Шкопје	Female	19-22	University	Yes		2	1	1
10/3/2023 11:41:15	Gjan	Male	19-22	High School	Yes		3	4	3
10/3/2023 11:41:22	Suharekë	Female	15-18	High School	Yes		4	2	2
10/3/2023 11:41:27	Stuga	Female	15-18	University	Yes		3	4	3
10/3/2023 11:41:32	Likove	Male	19-22	University	Yes		4	5	3
10/3/2023 11:41:40	Kasara/Вода	Female	15-18	University	Yes		4	3	3
10/3/2023 11:41:48	Tetovë	Female	19-22	University	Yes		2	3	4
10/3/2023 11:41:54	Тearçil / Тeарце	Female	19-22	University	Yes		3	5	3
10/3/2023 11:41:55	Kosovo	Female	15-18	University	Yes		1	1	2
10/3/2023 11:42:20	Tetovë	Female	15-18	University	Yes		2	1	3
10/3/2023 11:42:36	Tetovo	Female	15-18	University	Yes		3	2	3
10/3/2023 11:42:43	Tetovë	Female	19-22	University	Yes		3	4	4
10/3/2023 11:42:48	Likovë/Тетово	Male	15-18	University	Yes		2	4	3
10/3/2023 11:43:00	Dohreni	Female	19-22	University	Yes		4	4	5
10/3/2023 11:43:06	Likovë	Female	19-22	University	Yes		3	4	4
10/3/2023 11:43:51	Shima/Kosovo	Female	15-18	High School	Yes		3	5	4
10/3/2023 11:44:12	Gjakovë	Female	19-22	High School	Yes		2	3	3
10/3/2023 12:25:24	Tetovo	Female	19-22	University	Yes		3	4	4
10/3/2023 12:32:50	Tetovë	Female	15-18	Primary School	Yes		2	1	3
10/3/2023 12:34:20	Tetovë	Female	19-22	University	Yes		2	3	4
10/3/2023 13:13:44	Тearçil / Тeарце	Female	19-22	University	Yes		3	4	3
10/3/2023 13:34:57	Stugli	Female	19-22	University	Yes		2	3	4
10/3/2023 16:23:18	Kumanov	Male	19-22	University	Yes		3	4	4
10/3/2023 17:04:47	Pratinki	Female	15-18	University	Yes		3	2	2
10/3/2023 20:46:18	Tetovë	Female	19-22	High School	Yes		2	1	1
10/3/2023 21:08:30	Tetovo	Male	19-22	University	Yes		3	3	3
10/5/2023 11:33:04	Tetovë	Female	19-22	University	Yes		3	3	4
10/5/2023 11:36:13	Bërvenica / Брвенца	Male	19-22	University	Yes		2	4	4
10/5/2023 11:37:17	Kerzovo	Female	19-22	University	Yes		2	3	3
10/5/2023 11:39:02	Тearçil / Тeарце	Female	19-22	University	Yes		4	5	4
10/5/2023 11:41:06	Bogovinë / Бoгoвинe	Male	19-22	University	Yes		2	3	4
10/5/2023 11:50:16	Diber	Female	19-22	University	Yes		1	2	2
10/5/2023 11:52:35	Tetovë	Female	19-22	University	Yes		2	2	3
10/5/2023 20:01:46	Kilçova	Female	19-22	University	Yes		1	3	3
10/6/2023 9:24:11	Tetovë	Female	19-22	University	Yes		3	2	3
10/6/2023 15:17:31	Zhelinë / Жeлинe	Female	19-22	High School	Yes		2	2	1
10/9/2023 11:36:53	Tetovë	Female	19-22	University	Yes		4	4	5
10/9/2023 11:37:03	Tetove	Female	19-22	University	Yes		2	4	4
10/9/2023 11:37:05	Tetovë	Female	19-22	University	Yes		2	4	4
10/10/2023 7:35:16	Peja	Female	19-22	University	Yes		3	3	2
10/10/2023 16:13:13	Kilçova	Female	19-22	University	Yes		1	3	3

A keni realuar ndonjherë ndonjë punë praktikë ose a keni punuar? / Дали некогаш сте биле ангажирани во некоја практиканска работа или сте работеле?	Nëse jo, pse nuk keni aplikuar asnjëherë për punë apo punë praktikë? (Qëndri të gjitha që përshtraten) / Ако не, зошто некогаш не сте аплицирали за работа или практиканска работа? (Изберете ги сите соодветни одговори)	A mendon se praktika më vonë të ndihmon në punëtim? / Дали мислите дека практиканството подоцна ви помага при вработување?	Çfarë afërsisht mendon se mëson tring / punës për të punësuarit? (Qëndri të gjitha që përshtraten) / Какви vëllime mислите дека бара пазарот на труд кај еден вработен? (Изберете ги сите соодветни одговори)	Cili nga burimet mendoen se mund të ju ndihmojë, për gjësim e një pune apo praktikë? (Qëndri të gjitha që përshtraten) / Кој од доленаведените извори мислите дека може да ви помогне да најдете работа или практична работа: (Изберете ги сите соодветни одговори)	A pajtoheni me këtë deklaratë: Mendoj se a di çfarë kërkojnë punëtimtarët dhe cilat industri punëtojnë (1- Ju arsyë) (5- pa, shumë) / Дали се согласувате со оваа изјава: „Мислам дека знам што бараат работодавците и кои индустрии вработуваат“ (1- не, воопшто) (5- да, многу)	Selektorët të gjitha arsyet për mendimet e rëndësishme logjike nga Македонија Veriut për të gjetur punë: / Подделечете ги сите причини зошто мислите дека луѓето ја напуштаат Северна Македонија за да најдат работа:		
Yes	I do not know where to look	Yes	Knowledge of foreign lang	Career Counselors or Adv	2	There are not enough jobs here. The salary is too low here, There is a lack of d		
Yes	I have worked in the hosp	Yes	Knowledge of foreign lang	None of the above	4	There are not enough jobs here. The salary is too low here, The jobs that are a		
Yes	N/A	Yes	Knowledge of foreign lang	None of the above	3	There are not enough jobs here. The salary is too low here		
No	I do not feel qualified	Yes	Knowledge of foreign lang	local youth groups/organi	4	The salary is too low here		
Yes	I do not know where to look	Yes	Knowledge of foreign lang	None of the above	3	There are not enough jobs here. The salary is too low here, There is a lack of d		
Yes	I have worked before	Yes	Knowledge of foreign lang	local youth groups/organi	4	The salary is too low here. There is a lack of dignity here and employees are tr		
No	I do not feel qualified	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs here		
No	Companies do not want it	Yes	Knowledge of foreign lang	Family of friends	2	There are not enough jobs here. The salary is too low here, There is a lack of d		
No	Companies do not want it	Yes	Knowledge of foreign lang	Career Counselors or Adv	4	There are not enough jobs here. The salary is too low here, The jobs that are a		
Yes	I do not know where to look	Yes	Knowledge of foreign lang	Family of friends	2	The salary is too low here. There is a lack of dignity here and employees are tr		
No	Companies do not want it	Yes	Knowledge of foreign lang	Career Counselors or Adv	4	There are not enough jobs here. The salary is too low here, The jobs that are a		
Yes	I do not know where to look	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs here. The salary is too low here, There is a lack of d		
No	I do not know where to look	Yes	IT (information technology)	local youth groups/organi	1	There are not enough jobs here. The salary is too low here, There is a lack of d		
No	I applied but was denied	Yes	Knowledge of foreign lang	local youth groups/organi	3	The salary is too low here		
No	I do not feel qualified	Yes	IT (information technology)	local youth groups/organi	2	There are not enough jobs here		
Yes	Companies do not want it	Yes	Knowledge of foreign lang	Family of friends	2	There are not enough jobs here. The salary is too low here, There is a lack of d		
Yes	I applied but was denied	Yes	Knowledge of foreign lang	Family of friends	3	The salary is too low here		
Yes	N/A	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here, There is a lack of dignity here and employees are tr		
Yes	Companies do not want it	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs here. The salary is too low here, There is a lack of d		
No	I do not know where to look	Yes	Knowledge of foreign lang	Family of friends	3	There are not enough jobs here. The salary is too low here, There is a lack of d		
No	I do not feel qualified	Yes	Knowledge of foreign lang	None of the above	1	There are not enough jobs here. The salary is too low here, There is a lack of d		
Yes	I applied but was denied	Yes	Finance/Sales/Business	None of the above	3	There are not enough jobs here		
No	I do not know where to look	Yes	Knowledge of foreign lang	Career Counselors or Adv	1	There are not enough jobs here. The salary is too low here, There is a lack of d		
Yes	I do not feel qualified	Yes	IT (information technology)	local youth groups/organi	4	The salary is too low here		
No	Focus on studies	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here. There is a lack of dignity here and employees are tr		
Yes	I do not know where to look	Yes	Knowledge of foreign lang	American Corner Telovo	4	There are not enough jobs here. The salary is too low here		
No	Focus on studies	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here. There is a lack of dignity here and employees are tr		
No	N/A	Yes	Knowledge of foreign lang	Family of friends	3	The salary is too low here		
Yes	Companies do not want it	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs here. The salary is too low here, The jobs that are a		
Yes	N/A	Yes	IT (information technology)	Family of friends	4	The salary is too low here. There is a lack of dignity here and employees are tr		
No	Companies do not want it	Yes	Data Analysis	Career Counselors or Adv	3	There is a lack of dignity here and employees are treated badly		
Yes	N/A	Yes	Knowledge of foreign lang	local youth groups/organi	3	There are not enough jobs here. The salary is too low here, There is a lack of d		
No	I do not feel qualified	Yes	IT (information technology)	local youth groups/organi	4	The jobs that are available here are low level/low skilled		
No	Companies do not want it	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	There are not enough jobs here. The salary is too low here, There is a lack of d		
Yes	N/A	Yes	Finance/Sales/Business	Family of friends	4	There are not enough jobs here. The salary is too low here, The jobs that are a		
Yes	N/A	Yes	Knowledge of foreign lang	Career Counselors or Adv	2	There are not enough jobs here. The salary is too low here, There is a lack of d		
No	I did not need/want to	Yes	Knowledge of foreign lang	None of the above	1	There are not enough jobs here. The salary is too low here, There is a lack of d		
Yes	I do not feel qualified	Yes	Knowledge of a fore	None of the above	3	There is a lack of dignity here and employees are treated badly		
No	I do not feel qualified, I do	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here		
Yes	N/A	Yes	Knowledge of foreign lang	Career Counselors or Adv	5	The salary is too low here, The jobs that are available here are low level/low sk		
No	It is intimidating/hard to a	Yes	Finance/Sales/Business	None of the above	4	There are not enough jobs here. The salary is too low here		
No	I do not know where to look	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here		
Yes	N/A	Yes	IT (information technology)	Career Counselors or Adv	3	The salary is too low here, The jobs that are available here are low level/low sk		
No	I applied but was denied	Yes	Knowledge of foreign lang	American Corner Telovo	1	The salary is too low here		
No	I did not need/want to	Yes	Knowledge of foreign lang	local youth groups/organi	3	There are not enough jobs here. The salary is too low here, The jobs that are a		
No	I do not know where to look	Yes	Knowledge of foreign lang	local youth groups/organi	2	There are not enough jobs here. The salary is too low here, The jobs that are a		
Yes	N/A	Yes	Te gjitha le lertpermendur	local youth groups/organi	3	The salary is too low here		
No	I do not know where to look	Yes	IT (information technology)	local youth groups/organi	1	The salary is too low here. There is a lack of dignity here and employees are tr		
Yes	N/A	Yes	Knowledge of foreign lang	Family of friends	3	The salary is too low here		
Yes	N/A	Yes	Knowledge of foreign lang	Career Counselors or Adv	3	The salary is too low here		
Yes	Kam punuar	Yes	Knowledge of foreign lang	Family of friends	3	There are not enough jobs here		
Yes	Kam aplikuar	Yes	Knowledge of foreign lang	Career Counselors or Adv	1	The salary is too low here		
No	I do not know where to look	Yes	Knowledge of foreign lang	local youth groups/organi	2	There are not enough jobs here. The salary is too low here, The jobs that are a		

Appendix III

Polog Region by Municipality



Source: Wikipedia, 2011

https://en.wikipedia.org/wiki/File:Map_of_the_municipalities_of_the_Polog_Statistical_Region_en.svg#filehistory

Comment: Map shows the municipalities of the Polog Region of North Macedonia. The target population includes youth in the Polog Region of North Macedonia, as depicted above.

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